

MONTANA TEACHER SALARIES OVER THE LAST GENERATION

The average base salary paid in 1st class Montana school systems in FY09 is \$29,616. Nationally, projected average beginning salary for FY09 is more than \$35,000. Montana's larger districts entry salary for teachers trails the average entry salary paid nationally by \$5,384 (-15%).

Montana's 19 largest school systems (the "1st class systems) employ nearly 60% of Montana's teachers. The average entry level ("Base") salary paid to teachers in these larger school systems for the 2008-09 (FY09) year is more than \$3,200 (or +11%) greater than the average entry salary paid in Class 2 districts and more than \$5,400 (+18%) higher than average base salaries paid in Class 3 districts. Disparities in entry and career-level pay among large, medium and small school districts have been growing over the last decade.

While AFT and US Department of Education studies, as well as NEA's "Profile of the American Teacher" surveys indicate that Montana's teaching workforce is roughly equal in experience and nearly as likely to have attained advanced educational degree status, the "average salary" paid to classroom teachers in Montana fell relative to the national average salary from 1984 through 2003. We have made marginal gains since.

After coming within 5% of the national average salary paid to classroom teachers in 1983, the average salary paid to classroom teachers in Montana is now only 82% of the average salary paid to classroom teachers nationally.

In 1980, Montana's average salary paid to classroom teachers was only \$1,433 less than the national average salary paid to classroom teachers. By 1983, we closed the gap to less than \$1,000. Since 1984, however, the "gap" between average salary paid to classroom teachers in Montana compared to the national average salary steadily grew until very recent years. Since 2004, Montana's average salary paid to classroom teachers has trailed the national average by more than \$9,000 annually

Montana's average salary paid to classroom teachers in 1980 (\$14,537) ranked 28 among the states. By 1984, our average salary rank inched upward to 25th among the states. Since 1984, Montana rank for average salary paid to classroom teachers has fallen so that by 2002 we ranked 48th in the nation. Since then, Montana has inched it's way up to a projected 46th rank in FY09.

Despite increased experience and educational attainment levels among Montana's teaching workforce, in inflation-adjusted dollars Montana's average salary paid to classroom teachers has increased by only 13.6% since 1980. This contrasts with the 25% gain over inflation made by average salary paid to classroom teachers nationally.

In 1980, Montana's per capita income (PCI) of \$9,058 was only \$1,056 behind (-10.4%) of the national PCI and Montana PCI ranked 34th among the states. By 2007, after slipping mightily Montana PCI has inched it's way back up to \$5,419 (-14%) behind the national PCI and our PCI rank stood at 39 among the states.

After making steady gains in the first half of the 1980s, Montana average salary paid to classroom teachers has steadily declined compared to US per capita income (PCI) levels. Since 1985, Montana's average salary paid to classroom teachers has fallen from 182% of US PCI to just 124% in 2007.

- Public Schools ▪ Higher Education
- State & County Employees
- Head Start ▪ Health Care

Dec.2008

INFLATION ADJUSTED or "CONSTANT" \$
AVERAGE SALARIES PAID TO US & MT TEACHERS
Constant Inflation Adjusted (June 1980/CPI-U Base) U.S. & Montana Teacher Salaries

MEA-MFT

DEC.2008

AVERAGE SALARIES PAID TO US & MT TEACHERS
-- CURRENT U.S. AVG \$ --

----- CURRENT MONTANA AVG \$ -----

YEAR	-- ANNUAL CHANGE --				ANNUAL CHANGE DATA				ANNUAL CHANGE & MT VS. US			
	US AVG \$	US \$	US %	GAIN	MT \$	MT %	GAIN	MTIUS	MT \$	MT %	CHANGE	MTIUS
YEAR	US AVG \$	US \$	US %	GAIN	MT \$	MT %	GAIN	MTIUS	MT \$	MT %	CHANGE	MTIUS
FY80	\$15,970	\$1,674	10.48%	-----	\$14,537	91.03%	-----	91.03%	\$14,537	91.03%	-----	91.03%
FY81	\$17,544	\$1,630	9.24%	9.84%	\$15,967	90.50%	9.84%	90.50%	\$14,575	90.50%	\$38	0.26%
FY82	\$19,274	\$1,421	7.37%	11.29%	\$17,770	92.20%	11.29%	92.20%	\$15,150	92.20%	\$576	3.95%
FY83	\$20,695	\$1,240	5.99%	5.01%	\$19,702	94.32%	5.01%	94.32%	\$16,375	95.20%	\$1,225	8.09%
FY84	\$21,935	\$1,665	7.59%	4.91%	\$20,690	91.97%	4.91%	91.97%	\$16,430	94.32%	\$54	0.33%
FY85	\$23,600	\$1,599	6.78%	3.58%	\$21,705	89.22%	3.58%	89.22%	\$16,682	94.32%	\$252	1.54%
FY86	\$25,199	\$1,370	5.44%	3.22%	\$22,482	87.34%	3.22%	87.34%	\$16,980	94.32%	\$297	1.78%
FY87	\$26,569	\$1,465	5.51%	2.55%	\$23,206	84.89%	2.55%	84.89%	\$16,887	94.32%	\$303	1.81%
FY88	\$28,034	\$1,530	5.46%	2.62%	\$23,798	82.60%	2.62%	82.60%	\$16,679	94.32%	\$208	-0.55%
FY89	\$29,564	\$1,803	6.10%	2.70%	\$24,421	79.96%	2.70%	79.96%	\$16,274	94.32%	\$54	0.27%
FY90	\$31,367	\$1,717	5.47%	6.75%	\$25,081	80.93%	6.75%	80.93%	\$15,968	94.32%	\$306	-1.88%
FY91	\$33,084	\$979	2.96%	2.84%	\$26,774	81.00%	2.84%	81.00%	\$16,281	94.32%	\$313	1.96%
FY92	\$34,063	\$966	2.84%	2.02%	\$27,590	78.84%	2.02%	78.84%	\$16,275	94.32%	\$6	-0.04%
FY93	\$35,029	\$708	2.02%	2.11%	\$27,617	78.91%	2.11%	78.91%	\$15,817	94.32%	\$(458)	-2.81%
FY94	\$35,737	\$948	2.65%	2.63%	\$28,200	77.99%	2.63%	77.99%	\$15,758	94.32%	\$(59)	-0.37%
FY95	\$36,685	\$964	2.21%	2.21%	\$28,785	77.85%	2.21%	77.85%	\$15,610	94.32%	\$(148)	-0.94%
FY96	\$37,649	\$831	2.21%	2.40%	\$29,364	77.75%	2.40%	77.75%	\$15,456	94.32%	\$(113)	-0.72%
FY97	\$38,480	\$903	2.35%	3.94%	\$29,958	77.55%	3.94%	77.55%	\$15,355	94.32%	\$80	0.52%
FY98	\$39,383	\$1,203	3.05%	2.88%	\$30,620	76.93%	2.88%	76.93%	\$15,602	94.32%	\$66	0.43%
FY99	\$40,586	\$1,168	2.88%	3.94%	\$31,354	76.61%	3.94%	76.61%	\$15,408	94.32%	\$(193)	-1.24%
FY2000	\$41,754	\$1,646	3.94%	3.51%	\$32,121	76.94%	3.51%	76.94%	\$15,448	94.32%	\$39	0.26%
FY2001	\$43,400	\$1,283	2.96%	4.00%	\$33,249	78.11%	4.00%	78.11%	\$15,804	94.32%	\$356	2.31%
FY2002	\$44,683	\$1,093	2.45%	4.00%	\$34,379	79.82%	4.00%	79.82%	\$16,096	94.32%	\$292	1.85%
FY2003	\$45,776	\$928	2.03%	3.50%	\$35,754	80.75%	3.50%	80.75%	\$16,210	94.32%	\$114	0.71%
FY2004	\$46,704	\$955	2.04%	3.50%	\$37,184	81.25%	3.50%	81.25%	\$16,364	94.32%	\$153	0.94%
FY2005	\$47,659	\$1,367	2.87%	3.50%	\$38,485	81.33%	3.50%	81.33%	\$16,235	94.32%	\$(128)	-0.78%
FY2006	\$49,026	\$1,790	3.65%	2.94%	\$39,832	81.96%	2.94%	81.96%	\$16,363	94.32%	\$128	0.79%
FY2007	\$50,816	\$1,492	2.94%	3.06%	\$41,225	82.41%	3.06%	82.41%	\$16,207	94.32%	\$(156)	-0.95%
FY2008	\$52,308	\$1,602	4.31%	237.57%	\$42,874	82.41%	237.57%	82.41%	\$16,515	94.32%	\$308	1.90%
FY2009*	\$53,910	\$1,308	4.31%	237.57%	\$44,426	82.41%	237.57%	82.41%	\$16,515	94.32%	\$308	1.90%
AVG ANNUAL CHANGE	\$1,308	\$37,940	237.57%	205.61%	\$1,031	3.96%	205.61%	3.96%	\$68	0.46%	\$68	0.46%
ALL CHANGE SINCE '80	\$29,889	\$196,000	-8.62%	-8.62%	\$29,889	-8.62%	-8.62%	-8.62%	1,978	13.61%	1,978	13.61%

* -- estimated for current and prior year for US salary data, and for MT salary and national CPI for current year.

Table II-1: Average Teacher Salary in 2005-06 and 2006-07, State Rankings

2006-07			2005-06		2006-07	
Rank	State	Rank	Average Salary	FTE* Teachers	Rank	Average Salary
1	California	1	\$59,825	300,210	1	\$63,640
2	Connecticut	2	\$59,311	42,473	2	\$61,039
3	New Jersey	3	\$58,270	110,905	3	\$59,730
4	New York	6	\$55,942 ^c	220,186	4	\$59,557 ^c
5	Rhode Island	12	\$51,243	13,069	5	\$58,420
6	Illinois	4	\$56,685 ^a	130,691	6	\$58,275 ^a
7	Massachusetts	5	\$56,336 ^{a, b}	73,593	7	\$58,178 ^{a, b}
8	Maryland	8	\$54,333	56,771	8	\$56,927
9	Michigan	7	\$54,739	75,544	9	\$55,541
10	Pennsylvania	9	\$54,043	122,361	10	\$54,977
11	Alaska	10	\$53,322	7,926	11	\$54,678
12	Delaware	11	\$52,493 ^a	7,998	12	\$54,537 ^a
13	Ohio	13	\$50,772	108,670	13	\$53,536
14	Hawaii	15	\$49,336	12,846	14	\$51,916
15	Oregon	14	\$50,044 ^d	28,231	15	\$51,080 ^d
16	Wyoming	29	\$43,261	6,675	16	\$50,771
17	Georgia	16	\$48,247	103,593	17	\$49,836
18	Minnesota	17	\$47,523	52,255	18	\$49,719
19	Nevada	21	\$46,092	25,598	19	\$49,426
20	Virginia	19	\$47,223 ^a	100,695	20	\$49,130 ^a
21	Washington	20	\$46,317	53,633	21	\$47,880
22	Indiana	18	\$47,255	60,486	22	\$47,832
23	Vermont	24	\$44,525	8,847	23	\$47,645
24	Florida	26	\$44,400 ^a	182,879	24	\$47,219 ^a
25	New Hampshire	22	\$45,226	14,991	25	\$46,797
26	Wisconsin	23	\$45,196	59,135	26	\$46,707
27	North Carolina	27	\$43,922	93,875	27	\$46,137
28	Colorado	25	\$44,442	46,025	28	\$45,832
29	Texas	36	\$42,225	301,558	29	\$45,392
30	Idaho	28	\$43,385	14,521	30	\$45,094
31	Arizona	32	\$42,967	51,319	31	\$44,700
32	Arkansas	30	\$43,088	32,676	32	\$44,493
33	South Carolina	31	\$43,011	48,212	33	\$44,335
34	Tennessee	34	\$42,485 ^a	60,691	34	\$43,815 ^a
35	Kentucky	33	\$42,721	42,146	35	\$43,787
36	Alabama	42	\$40,347	47,317	36	\$43,389
37	Kansas	38	\$41,467	33,479	37	\$43,318
38	Iowa	39	\$40,877	35,175	38	\$42,922
39	Louisiana	43	\$40,029 ^a	44,965	39	\$42,816 ^a
40	New Mexico	37	\$41,637	20,534	40	\$42,780
41	Oklahoma	47	\$38,772 ^{b, d}	41,616	41	\$42,379 ^{b, d}
42	Maine	35	\$42,356	16,698	42	\$42,103
43	Nebraska	41	\$40,382	24,067	43	\$42,044
44	Montana	44	\$39,832	10,512	44	\$41,146
45	West Virginia	45	\$39,583 ^a	19,760	45	\$40,534 ^a
46	Missouri	46	\$39,078	65,039	46	\$40,384
47	Mississippi	40	\$40,594	32,129	47	\$40,182
48	North Dakota	48	\$37,552	8,675	48	\$38,586
49	Utah	49	\$37,543	22,992	49	\$37,775
50	South Dakota	50	\$34,673	8,899	50	\$35,378
U.S. Average 2006-07			\$51,009	Total FTE 2006-07	3,148,264	
U.S. Average 2005-06			\$48,809	Total FTE 2005-06	3,102,139	
U.S. Average 2004-05			\$47,570	Total FTE 2004-05	3,047,555	

* Full-time equivalent.

a. includes extra-duty pay; b. includes fringe benefits such as healthcare where applicable;

c. median; d. includes employer pick-up of employee pension contributions where applicable.

Source: American Federation of Teachers, annual survey of state departments of education.

Table III-1: Average Beginning Teacher Salaries, 2004-05 to 2006-07, Ranked by 2006-07

Rank	State	2004-05 Beginning Teacher Salary	2005-06 Beginning Teacher Salary	Change 2004-05 to 2005-06	2006-07 Beginning Teacher Salary	Change 2005-06 to 2006-07
1	New Jersey	\$41,403 ^a	\$43,068	4.0%	\$44,523	3.4%
2	Alaska	\$38,657	\$40,523	4.8%	\$42,006	3.7%
3	Connecticut	\$39,259	\$39,898	1.6%	\$41,497	4.0%
4	Maryland	\$37,125	\$38,649	4.1%	\$40,849	5.7%
5	Wyoming	\$30,097 ^a	\$32,257	7.2%	\$40,084	24.3%
6	Delaware	\$37,648 ^a	\$38,547	2.4%	\$39,941 ^b	3.6%
7	New York	\$37,321	\$39,000	4.5%	\$39,500 ^c	1.3%
8	Hawaii	\$35,814 ^a	\$37,317	4.2%	\$39,361	5.5%
9	California	\$35,760	\$36,893	3.2%	\$38,875	5.4%
10	Texas	\$34,179 ^a	\$34,891	2.1%	\$38,522	10.4%
11	Illinois	\$37,500	\$40,130	7.0%	\$38,363 ^b	-4.4%
12	Florida	\$33,427	\$34,517	3.3%	\$37,600 ^b	8.9%
13	Pennsylvania	\$34,978 ^a	\$35,782	2.3%	\$36,599	2.3%
14	Oklahoma	\$31,732 ^a	\$32,725	3.1%	\$36,278 ^{d,e}	10.9%
15	Colorado	\$32,464 ^a	\$34,961	7.7%	\$36,211	3.6%
16	Ohio	\$33,671	\$33,782	0.3%	\$35,676	5.6%
17	Alabama	\$31,364 ^a	\$32,973	5.1%	\$35,517	7.7%
18	Nevada	\$33,737 ^a	\$34,580	2.5%	\$35,480	2.6%
19	Oregon	\$33,704 ^a	\$34,691	2.9%	\$35,400 ^{d,e}	2.0%
20	Arizona	\$30,404	\$33,070	8.8%	\$35,127	6.2%
21	Rhode Island	\$33,815	\$33,783	-0.1%	\$34,838	3.1%
22	Louisiana	\$31,283 ^a	\$32,045	2.4%	\$34,410 ^b	7.4%
23	Michigan	\$35,557	n/a		\$34,100	
24	Tennessee	\$31,768 ^a	\$31,939	0.5%	\$33,459 ^b	4.8%
25	Minnesota	\$31,656 ^a	\$31,855	0.6%	\$33,018	3.7%
26	Mississippi	\$29,993 ^a	\$32,173	7.3%	\$32,141	-0.1%
27	New Mexico	\$33,730	\$31,315	-7.2%	\$32,081	2.4%
28	Indiana	\$30,844	\$31,022	0.6%	\$32,076	3.4%
29	Georgia	\$29,552 ^f	\$30,441	3.0%	\$31,659 ^f	4.0%
30	Wisconsin	\$25,222	\$30,021	19.0%	\$31,588	5.2%
31	North Carolina	\$27,944	\$28,906	3.4%	\$31,478	8.9%
32	Washington	\$30,120 ^a	\$30,485	1.2%	\$31,442	3.1%
33	South Carolina	\$29,696 ^a	\$30,556	2.9%	\$31,336	2.6%
34	Kentucky	\$29,256 ^a	\$30,539	4.4%	\$31,304	2.5%
35	Missouri	\$29,276	\$30,036	2.6%	\$31,285	4.2%
36	West Virginia	\$26,704	\$28,090	5.2%	\$30,626	9.0%
37	Arkansas	\$28,784	\$29,353	2.0%	\$30,510	3.9%
38	Kansas	\$27,840	\$29,282	5.2%	\$30,408	3.8%
39	Iowa	\$27,284	\$28,508	4.5%	\$30,331	6.4%
40	New Hampshire	\$28,297 ^a	\$29,234	3.3%	\$30,185	3.3%
41	Idaho	\$27,500	\$27,500	0.0%	\$30,000	9.1%
42	Nebraska	\$28,000 ^a	\$27,517	-1.7%	\$29,215	6.2%
43	Utah	\$26,521	\$27,437	3.5%	\$28,653	4.4%
44	Maine	\$26,643	\$27,212	2.1%	\$28,517	4.8%
45	Montana	\$25,318	\$26,022	2.8%	\$27,134	4.3%
46	North Dakota	\$24,872	\$25,657	3.2%	\$27,064	5.5%
47	South Dakota	\$26,111	n/a ^g		\$26,988	
	Massachusetts	\$35,421	n/a ^g		n/a ^g	
	Vermont	\$26,461	n/a ^g		n/a ^g	
	Virginia	\$33,200	n/a ^g		n/a ^g	
	U.S. Average	\$32,158 ^h	\$33,227	3.3%	\$35,284 ^h	6.2%

a. The 2004-05 beginning teacher salary numbers in some instances have been revised by state education agencies and therefore differ from the reporting in the AFT Survey and Analysis of Teacher Salary Trends 2005, thus altering the U.S. beginning average; b. includes extra-duty pay; c. median; d. includes employer pick-up of employee pension contributions where applicable; e. includes fringe benefits such as healthcare where applicable. f. Georgia's state salary does not include district supplemental pay. g. These states did not provide a response to the request for beginning teacher salaries. h. The U.S. average for beginning teacher salary is a straight average of data received.

Source: American Federation of Teachers, annual survey of state departments of education.

**Table II-2: Average and Beginning Teacher Salary in 2006-07
Ranked by Average Salary Within Region**

Region	2006-07 Average Salary	2006-07 Beginning Salary	Region	2006-07 Average Salary	2006-07 Beginning Salary
NEW ENGLAND			SOUTHEAST		
Connecticut	\$61,039	\$41,497	Georgia	\$49,836	\$31,659
Rhode Island	\$58,420	\$34,838	Virginia	\$49,130	n/a
Massachusetts	\$58,178	n/a	Florida	\$47,219	\$37,600
Vermont	\$47,645	n/a	North Carolina	\$46,137	\$31,478
New Hampshire	\$46,797	\$30,185	Arkansas	\$44,493	\$30,510
Maine	\$42,103	\$28,517	South Carolina	\$44,335	\$31,336
MID-ATLANTIC			Tennessee	\$43,815	\$33,459
New Jersey	\$59,730	\$44,523	Kentucky	\$43,787	\$31,304
New York	\$59,557	\$39,500	Alabama	\$43,389	\$35,517
Maryland	\$56,927	\$40,849	Louisiana	\$42,816	\$34,410
Pennsylvania	\$54,977	\$36,599	West Virginia	\$40,534	\$30,626
Delaware	\$54,537	\$39,941	Mississippi	\$40,182	\$32,141
GREAT LAKES			ROCKY MOUNTAINS		
Illinois	\$58,275	\$38,363	Wyoming	\$50,771	\$40,084
Michigan	\$55,541	\$34,100	Colorado	\$45,832	\$36,211
Ohio	\$53,536	\$35,676	Idaho	\$45,094	\$30,000
Minnesota	\$49,719	\$33,018	Montana	\$41,146	\$27,134
Indiana	\$47,832	\$32,076	Utah	\$37,775	\$28,653
Wisconsin	\$46,707	\$31,588	FAR WEST		
PLAINS			California	\$63,640	\$38,875
Kansas	\$43,318	\$30,408	Alaska	\$54,678	\$42,006
Iowa	\$42,922	\$30,331	Hawaii	\$51,916	\$39,361
Nebraska	\$42,044	\$29,215	Oregon	\$51,080	\$35,400
Missouri	\$40,384	\$31,285	Nevada	\$49,426	\$35,480
North Dakota	\$38,586	\$27,064	Washington	\$47,880	\$31,442
South Dakota	\$35,378	\$26,988			
SOUTHWEST					
Texas	\$45,392	\$38,522			
Arizona	\$44,700	\$35,127			
New Mexico	\$42,780	\$32,081			
Oklahoma	\$42,379	\$36,278			
U.S. AVERAGE				\$ 51,009	\$ 35,284

Note: The U.S. averages for beginning and all teachers' salaries are a weighted average based on the number of new hires and total FTE teachers, respectively.

Source: American Federation of Teachers, annual survey of state departments of education.

MONTANA 1st CLASS DISTRICT BENCHMARKS
CURRENT & CPI ADJUSTED BASE & MAXIMUM SCHEDULED SALARIES

DISTRICT CLAS: YR	BACHELORS DEGREE BA BASE SCHEDULED SALARY				AVERAGE CPI ADJUSTED BASE SALARY CPI ADJUSTED (in 6/1980 \$)		MAXIMUM SCHEDULED SALARY				ANNUAL INFLATION CPI-U/June
	LOW	HIGH	AVERAGE SALARY	% GAIN	ANNUAL % CHANGE		AVERAGE SALARY	% GAIN	AVG CPI ADJ MAX SALARY (in 6/1980 \$)	ANNUAL CPI ADJUSTED % CHANGE	
1ST FY81	11,020	14,510	\$11,632	BASE	\$10,604	BASE					8.9%
FY82	12,160	15,652	\$12,690	9.10%	\$10,793	1.78%					7.2%
FY83	12,790	16,029	\$13,651	7.57%	\$11,330	4.98%					2.5%
FY84	13,309	16,430	\$14,340	5.05%	\$11,408	0.69%					4.3%
FY85	14,280	16,430	\$14,990	4.53%	\$11,504	0.84%					3.7%
FY86	14,450	16,560	\$15,297	2.05%	\$11,536	0.28%					1.8%
FY87	14,630	17,322	\$15,735	2.86%	\$11,437	-0.85%					3.7%
FY88	14,710	17,322	\$15,913	1.13%	\$11,126	-2.73%					4.0%
FY89	14,800	17,322	\$16,052	0.87%	\$10,671	-4.08%					5.2%
FY90	15,886	18,188	\$16,691	3.98%	\$10,600	-0.66%					4.7%
FY91	16,600	19,444	\$17,471	4.67%	\$10,598	-0.02%	\$35,435	BASE	\$21,496		4.7%
FY92	16,980	19,444	\$17,862	2.24%	\$10,507	-0.86%	\$36,413	2.76%	\$21,419	-0.35%	3.1%
FY93	17,450	19,530	\$18,314	2.53%	\$10,459	-0.46%	\$37,546	3.11%	\$21,443	0.11%	3.0%
FY94	17,490	21,710	\$18,759	2.43%	\$10,451	-0.08%	\$37,986	1.17%	\$21,162	-1.31%	2.5%
FY95	17,800	20,338	\$18,986	1.21%	\$10,291	-1.53%	\$38,845	2.26%	\$21,054	-0.51%	2.8%
FY96	18,100	20,887	\$19,432	2.35%	\$10,227	-0.61%	\$39,508	1.71%	\$20,794	-1.24%	3.0%
FY97	18,200	22,566	\$19,849	2.15%	\$10,210	-0.17%	\$40,125	1.56%	\$20,640	-0.74%	2.3%
FY98	18,400	22,840	\$20,173	1.63%	\$10,204	-0.06%	\$40,855	1.82%	\$20,665	0.12%	1.7%
FY99	19,288	22,203	\$20,732	2.77%	\$10,284	0.78%	\$41,872	2.49%	\$20,770	0.51%	2.0%
FY00	19,288	22,869	\$20,969	1.14%	\$10,034	-2.42%	\$42,798	2.21%	\$20,480	-1.39%	3.7%
FY01	19,850	23,555	\$21,728	3.62%	\$10,073	0.39%	\$43,962	2.72%	\$20,381	-0.49%	3.2%
FY02	19,850	24,262	\$22,344	2.84%	\$10,250	1.75%	\$45,444	3.37%	\$20,846	2.28%	1.1%
FY03	19,850	25,288	\$23,062	3.21%	\$10,360	1.08%	\$46,797	2.98%	\$21,023	0.85%	2.1%
FY04	21,268	26,174	\$24,032	4.21%	\$10,453	0.90%	\$48,844	4.37%	\$21,246	1.06%	3.3%
FY05	21,580	30,000	\$25,318	5.35%	\$10,742	2.76%	\$51,114	4.65%	\$21,686	2.07%	2.5%
FY06	21,600	30,654	\$26,022	2.78%	\$10,587	-1.44%	\$52,544	2.80%	\$21,377	-1.43%	4.3%
FY07	23,036	31,821	\$27,134	4.27%	\$10,746	1.51%	\$54,814	4.32%	\$21,709	1.55%	2.7%
FY08	24,188	32,857	\$28,515	5.09%	\$10,752	0.06%	\$57,147	4.26%	\$21,549	-0.74%	5.0%
FY09*	24,672	33,924	\$29,616	3.86%	\$10,977	2.09%	\$58,991	3.23%	\$21,865	1.47%	1.7%

Source: MEA-MFT files and US BLS

* = estimate for current year CPI

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MEA-MFT

MONTANA 2nd CLASS DISTRICT BENCHMARKS
CURRENT & CPI ADJUSTED BASE & MAXIMUM SCHEDULED SALARIES

Dec.2008

DISTRICT CLAS: YR	BACHELORS DEGREE BA BASE SCHEDULED SALARY						MAXIMUM SCHEDULED SALARY				
	LOW	HIGH	AVERAGE SALARY	% GAIN	AVERAGE CPI ADJUSTED BASE SALARY (in 6/1980 \$)	ANNUAL CPI ADJUSTED % CHANGE	AVERAGE SALARY	% GAIN	AVG CPI ADJ MAX SALARY (in 1980 \$)	ANNUAL CPI ADJUSTED % CHANGE	ANNUAL INFLATION CPI-U/June
2nd FY81	9,800	12,800	\$11,069	BASE	\$10,091	BASE					8.9%
FY82	10,500	13,700	\$12,196	10.18%	\$10,373	2.80%					7.2%
FY83	12,000	15,500	\$13,651	11.93%	\$11,330	9.23%					2.5%
FY84	12,790	17,050	\$14,340	5.05%	\$11,408	0.69%					4.3%
FY85	13,200	17,050	\$14,990	4.53%	\$11,504	0.84%					3.7%
FY86	13,700	17,800	\$15,410	2.80%	\$11,621	1.02%					1.8%
FY87	13,900	18,375	\$15,467	0.37%	\$11,243	-3.26%					3.7%
FY88	14,181	18,800	\$15,587	0.78%	\$10,898	-3.07%					4.0%
FY89	14,181	18,900	\$15,882	1.89%	\$10,558	-3.12%					5.2%
FY90	14,436	18,900	\$16,248	2.30%	\$10,319	-2.26%					4.7%
FY91	15,200	19,585	\$16,751	3.10%	\$10,161	-1.53%	\$32,535	BASE	\$19,736	BASE	4.7%
FY92	15,500	19,975	\$17,282	3.17%	\$10,166	0.04%	\$33,998	4.50%	\$19,999	1.33%	3.1%
FY93	15,500	20,550	\$17,634	2.04%	\$10,071	-0.94%	\$34,552	1.63%	\$19,733	-1.33%	3.0%
FY94	15,600	21,717	\$17,971	1.91%	\$10,012	-0.59%	\$35,805	3.63%	\$19,947	1.09%	2.5%
FY95	15,700	21,717	\$18,305	1.86%	\$9,921	-0.90%	\$36,194	1.09%	\$19,617	-1.65%	2.8%
FY96	15,700	22,470	\$18,562	1.40%	\$9,769	-1.53%	\$36,945	2.07%	\$19,445	-0.88%	3.0%
FY97	16,000	22,752	\$18,771	1.13%	\$9,656	-1.16%	\$37,614	1.81%	\$19,349	-0.49%	2.3%
FY98	16,770	23,435	\$19,152	2.03%	\$9,687	0.33%	\$38,623	2.68%	\$19,536	0.97%	1.7%
FY99	17,670	23,435	\$19,499	1.81%	\$9,672	-0.16%	\$39,198	1.49%	\$19,443	-0.47%	2.0%
FY00	17,670	23,786	\$19,750	1.29%	\$9,451	-2.28%	\$39,346	0.38%	\$18,829	-3.16%	3.7%
FY01	18,000	24,262	\$20,242	2.49%	\$9,384	-0.71%	\$40,496	2.92%	\$18,774	-0.29%	3.2%
FY02	18,550	25,288	\$20,831	2.91%	\$9,556	1.82%	\$41,889	3.44%	\$19,215	2.35%	1.1%
FY03	18,880	26,279	\$21,380	2.64%	\$9,605	0.51%	\$42,962	2.56%	\$19,300	0.44%	2.1%
FY04	18,950	26,950	\$21,925	2.55%	\$9,537	-0.71%	\$44,096	2.64%	\$19,181	-0.62%	3.3%
FY05	19,200	27,073	\$22,506	2.65%	\$9,549	0.12%	\$45,418	3.00%	\$19,269	0.46%	2.5%
FY06	20,000	27,669	\$23,353	3.76%	\$9,501	-0.50%	\$47,374	4.31%	\$19,273	0.02%	4.3%
FY07	20,400	30,000	\$24,318	4.13%	\$9,631	1.37%	\$48,876	3.17%	\$19,357	0.43%	2.7%
FY08	20,600	32,100	\$25,584	5.21%	\$9,647	0.17%	\$51,257	4.87%	\$19,328	-0.15%	5.0%
FY09*	22,000	32,500	\$26,388	3.14%	\$9,781	1.38%	\$52,822	3.05%	\$19,578	1.30%	1.7%

Source: MEA-MFT files and US BLS

* = estimate for current year CPI

MEA-MFT

MONTANA 3rd CLASS DISTRICT BENCHMARKS
CURRENT & CPI ADJUSTED BASE & MAXIMUM SCHEDULED SALARIES

Dec.2008

BACHELORS DEGREE BA BASE SCHEDULED SALARY							MAXIMUM SCHEDULED SALARY				
DISTRICT CLAS: YR	LOW	HIGH	AVERAGE SALARY	% GAIN	AVERAGE CPI ADJUSTED BASE SALARY (in 6/1980 \$)	ANNUAL CPI ADJUSTED % CHANGE	AVERAGE SALARY	% GAIN	AVG CPI ADJ MAX SALARY (in 1980 \$)	ANNUAL CPI ADJUSTED % CHANGE	ANNUAL INFLATION CPI-U/Dec
3rd FY81	10,000	12,000	\$11,037	BASE	\$10,061	BASE					8.9%
FY82	10,300	13,200	\$12,066	9.32%	\$10,262	2.00%					7.2%
FY83	10,300	14,400	\$12,826	6.30%	\$10,645	3.73%					2.5%
FY84	12,000	15,300	\$13,789	7.51%	\$10,970	3.05%					4.3%
FY85	12,500	15,700	\$14,394	4.39%	\$11,047	0.70%					3.7%
FY86	13,549	17,900	\$15,098	4.89%	\$11,386	3.07%					1.8%
FY87	13,850	17,900	\$15,418	2.12%	\$11,207	-1.57%					3.7%
FY88	13,850	17,900	\$15,543	0.81%	\$10,867	-3.03%					4.0%
FY89	13,300	17,900	\$15,594	0.33%	\$10,367	-4.60%					5.2%
FY90	14,600	18,307	\$15,921	2.10%	\$10,111	-2.46%					4.7%
FY91	15,500	18,000	\$16,509	3.69%	\$10,015	-0.96%	\$28,998	BASE	\$17,591	BASE	4.7%
FY92	14,700	19,001	\$16,893	2.33%	\$9,937	-0.78%	\$30,708	5.90%	\$18,064	2.69%	3.1%
FY93	15,500	19,001	\$17,235	2.02%	\$9,843	-0.95%	\$31,079	1.21%	\$17,749	-1.74%	3.0%
FY94	15,750	19,950	\$17,540	1.77%	\$9,772	-0.72%	\$31,478	1.28%	\$17,536	-1.20%	2.5%
FY95	15,750	21,450	\$17,801	1.49%	\$9,648	-1.26%	\$33,015	4.88%	\$17,894	2.04%	2.8%
FY96	16,014	22,200	\$18,026	1.26%	\$9,487	-1.67%	\$33,204	0.57%	\$17,476	-2.34%	3.0%
FY97	16,144	23,200	\$18,299	1.51%	\$9,413	-0.78%	\$33,569	1.10%	\$17,268	-1.19%	2.3%
FY98	16,494	24,000	\$18,568	1.47%	\$9,392	-0.22%	\$33,907	1.01%	\$17,151	-0.68%	1.7%
FY99	16,494	24,800	\$19,013	2.40%	\$9,431	0.42%	\$34,925	3.00%	\$17,324	1.01%	2.0%
FY00	16,644	22,405	\$19,090	0.40%	\$9,135	-3.14%	\$35,390	1.33%	\$16,935	-2.24%	3.7%
FY01	16,794	22,855	\$19,378	1.51%	\$8,984	-1.66%	\$37,171	5.03%	\$17,233	1.76%	3.2%
FY02	16,794	23,794	\$19,991	3.16%	\$9,170	2.07%	\$38,093	2.48%	\$17,474	1.40%	1.1%
FY03	16,794	24,270	\$20,314	1.62%	\$9,126	-0.48%	\$37,865	-0.60%	\$17,010	-2.65%	2.1%
FY04	16,500	29,800	\$20,802	2.40%	\$9,048	-0.85%	\$39,483	4.27%	\$17,174	0.96%	3.3%
FY05	17,813	25,045	\$21,075	1.31%	\$8,941	-1.18%	\$40,379	2.27%	\$17,132	-0.25%	2.5%
FY06	18,425	26,250	\$21,851	3.68%	\$8,890	-0.58%	\$42,450	5.13%	\$17,270	0.81%	4.3%
FY07	18,704	27,316	\$22,632	3.57%	\$8,963	0.83%	\$43,950	3.53%	\$17,406	0.79%	2.7%
FY08	20,100	27,896	\$23,811	5.21%	\$8,979	0.17%	\$46,161	5.03%	\$17,406	0.00%	5.0%
FY09*	20,704	29,346	\$24,057	1.03%	\$8,917	-0.69%	\$47,103	2.04%	\$17,458	0.30%	1.7%

Source: MEA-MFT files and US BLS

* = estimate for current year CPI

unusually high number of 3rd class responders in FY03 & FY04

Wyoming Education Association					
Composite Salary Benchmarks 2008-2009					
<i>Benchmark</i>	<i>Amount</i>		<i>Description</i>		
BA Minimum	40658		Lowest Step BA Lane		
BA Mid	45099		7th Step BA Lane		
BA step 10	46854		10th Step BA Lane		
BA Maximum	48512		Highest Step BA Lane		
MA Minimum	44749		Lowest Step MA Lane		
MA Mid	49441		7th Step MA Lane		
MA step 10	51887		10th Step MA Lane		
MA Maximum	59267		Highest Step MA Lane		
Non-Doc Max	67464		High Step Non-Doc Lane		
Schedule Max	69854		Highest Degree & Step on Schedule		

Teacher Retirement - Wyoming v Montana

Social Security

- ALL teachers in Wyoming are covered by Social Security.

Most teachers in Montana are covered by Social Security.

Basic characteristics of Wyoming Retirement System (WRS):

- a "rule of 85" plan (e.g. age 60/25 years - typical female teacher retiree)
- annual formula = $2.125\% \times \text{first 15 years} + 2.25\% \text{ after 15 years} \times \text{FAS}$ based on 3-year average

Montana formula = $1.67\% \text{ per year} \times \text{FAS}$ (also 3-year FAS)

- Wyoming teacher with 30 years earns 65.6% of FAS

Montana teacher with 30 years earns 50% of FAS

- Wyoming teacher enjoys a variable compounding COLA up to 3% annually

Montana has a 1.5% compounding GABA after three years of retirement

- Wyoming has NO INCOME TAX - on pensions or any other earned income

Montana has an income tax and taxes all retirement income greater than \$3600.

- Wyoming school districts (with 2 exceptions) pay the entire required employer and employee retirement contributions of 11.25%

By wage deduction, Montana teachers contribute 7.15% of income to Montana Teachers Retirement System

Wyoming Insurance Benefits:

In 2008-09, Wyoming school districts paid medical premiums on average of \$8,723 per year per teacher (\$727 per month) - nearly 90% of total health care insurance costs - plus \$1400 for LTD, life, dental & vision.

Only a handful of Montana school districts come close to \$9000 annual insurance benefit contributions.

On average, Montana teachers with families pay more than \$400 per month on dependent premiums or nearly 11% of gross pay for average salary teacher at \$44,250.